# NAVAL POSTGRADUATE SCHOOL

**MONTEREY, CALIFORNIA**

# SUPPLEMENTAL TO THESIS (2 OF 10: CYBER OPERATIONS OFFICER SURVEY)

**RECRUITING THE CYBER LEADER: AN EVALUATION OF THE HUMAN RESOURCE MODEL USED FOR RECRUITING THE ARMY'S "CYBER OPERATIONS OFFICER"**

by

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**Approved for public release. Distribution is unlimited.**

# Results

## Survey 379288

| | |
|---|---|
| Number of records in this query: | 192 |
| Total records in survey: | 192 |
| Percentage of total: | 100.00% |

## Field summary for CON1

Introduction. You are invited to participate in a research study entitled Recruiting the Army Cyber Leader: an analysis and evaluation of the effectiveness of the Army's human resource model (HRM) used for recruiting the Cyber Operations Officer (17A). The purpose of the research is to evaluate the Army's use of its current human resource model to recruit Cyber Operations Officers. Procedures. This study will be conducted using three research methods: collection and analysis of data from the Cyber Branch; comparative analysis between Army recruitment of 17As and other government / commercial sector organizations recruitment of personnel with comparable skill sets; and a survey of current 17A Cyber Operations Officers. Subjects who choose to participate in this study will only be a part of the survey portion and will only be responsible for completing and submitting the survey. The survey will ask respondents about the following: basic demographic information, academic/professional background and experience, assessment of the 17A recruitment process, job satisfaction, current duty position / assignment and motivations for becoming a 17A. The expected duration of each subject's involvement in this study is purely based on the amount of time it takes for them to complete the survey, which should take no longer than 15 minutes. The survey opens on December 12, 2016 and closes on February 1, 2017. The survey will be sent out to all current cyber operations officers for voluntary participation in this study. Location. The survey will take place online and all other methods of research will take place from the Naval Postgraduate School in Monterey, CA. Voluntary Nature of the Study. Your participation in this study is strictly voluntary. If you choose to participate you can change your mind at any time and withdraw from the study. You will not be penalized in any way or lose any benefits to which you would otherwise be entitled if you choose not to participate in this study or to withdraw. Potential Risks and Discomforts. The potential risks of participating in this study are: There is minimal risk of breach of confidentiality. No PII will be recorded with data, all analysis will be reported anonymously in aggregate. All data will be collected and analyzed in a virtual computing environment maintained in accordance with applicable data at rest regulations and standards. Anticipated Benefits. The primary benefit of this study will be fully understanding the Army HRM for recruiting Cyber Operations Officer and determining whether or not it aligns with best practices. In addition, this study has the potential to provide the groundwork for the improvement of the current Army HRM for recruiting Cyber Operations Officers (or other specialty skill sets) that could positively impact long term effectiveness. You will not directly benefit from your participation in this research. Confidentiality & Privacy Act. Any information that is obtained during this study will be kept confidential to the full extent permitted by law. All efforts, within reason, will be made to keep your personal information in your research record confidential but total confidentiality cannot be guaranteed. [All data will be collected and analyzed in a virtual computing environment maintained on the NPS secure server.] Points of Contact. If you have any questions or comments about the research, or you experience an injury or have questions about any discomforts that you experience while taking part in this study please contact the Principal Investigator, Mr. Steve Mullins, (831) 656-7939, sjmullin@nps.edu. Questions about your rights as a research subject or any other concerns may be addressed to the Navy Postgraduate School IRB Chair, Dr. Larry Shattuck, 831-656-2473, lgshattu@nps.edu. Statement of Consent. I have read the information provided above. I have been given the opportunity to ask questions and all the questions have been answered to my satisfaction. I have been provided a copy of this form for my records and I agree to participate in this study. I understand that by agreeing to participate in this research and signing this form, I do not waive any of my legal rights.

| Answer | Count | Percentage |
|---|---|---|
| Yes (Y) | 192 | 100.00% |
| No (N) | 0 | 0.00% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

# Field summary for DEMO1

Please select your age group.

| Answer | Count | Percentage |
|---|---|---|
| 18-24 (A1) | 19 | 9.90% |
| 25-31 (A2) | 71 | 36.98% |
| 32-38 (A3) | 47 | 24.48% |
| 39-45 (A4) | 45 | 23.44% |
| 46+ (A5) | 10 | 5.21% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for DEMO2

Please select your gender.

| Answer | Count | Percentage |
|---|---|---|
| Female (F) | 21 | 10.94% |
| Male (M) | 171 | 89.06% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

# Field summary for DEMO3

## How long have you been in the Army?

| Answer | Count | Percentage |
|---|---|---|
| Less than 1 year (A1) | 6 | 3.12% |
| 1 - 5 years (A2) | 40 | 20.83% |
| 6 - 10 years (A3) | 55 | 28.65% |
| 11 - 15 years (A4) | 39 | 20.31% |
| 16 - 20 years (A5) | 22 | 11.46% |
| More than 20 years (A6) | 30 | 15.62% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

# Field summary for DEMO4

## What is your current rank?

| Answer | Count | Percentage |
|---|---|---|
| 2LT (A1) | 17 | 8.85% |
| 1LT (A2) | 22 | 11.46% |
| CPT (A3) | 70 | 36.46% |
| MAJ (A4) | 42 | 21.88% |
| LTC (A5) | 32 | 16.67% |
| COL (A6) | 9 | 4.69% |
| GEN (A7) | 0 | 0.00% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

# Field summary for DEMO5

## How long have you held your current rank?

| Answer | Count | Percentage |
|---|---|---|
| Less than 1 year (A1) | 56 | 29.17% |
| 1 - 2 years (A2) | 61 | 31.77% |
| 3 - 4 years (A3) | 38 | 19.79% |
| 5 - 6 years (A4) | 26 | 13.54% |
| More than 6 years (A5) | 11 | 5.73% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for BACEXP1

Do you hold a Bachelor of Science (B.S.) or Bachelor of Arts (B.A.) undergraduate degree?

| Answer | Count | Percentage |
|---|---|---|
| B.S. (SQ001) | 172 | 89.58% |
| B.A. (SQ002) | 22 | 11.46% |
| No undergraduate degree (SQ003) | 0 | 0.00% |
| Other | 1 | 0.52% |

## Field summary for BACEXP2

Is your undergraduate degree from a Science, Technology, Engineering or Mathematics (STEM) Field?

| Answer | Count | Percentage |
|---|---|---|
| Yes (Y) | 161 | 83.85% |
| No (N) | 31 | 16.15% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for BACEXP3

What was your undergraduate major?

| Answer | Count | Percentage |
|---|---|---|
| Answer | 192 | 100.00% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for BACEXP4

Do you hold a Master of Science (M.S.), Master of Arts (M.A.) or Master of Business Administration (M.B.A.) degree?

| Answer | Count | Percentage |
|---|---|---|
| M.S. (SQ001) | 87 | 45.31% |
| M.A. (SQ002) | 13 | 6.77% |
| M.B.A. (SQ003) | 2 | 1.04% |
| No graduate degree (SQ004) | 86 | 44.79% |
| Other | 15 | 7.81% |

## Field summary for BACEXP5

### Is your graduate degree from a STEM program?

| Answer | Count | Percentage |
|---|---|---|
| Yes (Y) | 79 | 41.15% |
| No (N) | 32 | 16.67% |
| No answer | 81 | 42.19% |
| Not displayed | 0 | 0.00% |

## Field summary for BACEXP6

What was your graduate major?

| Answer | Count | Percentage |
|---|---|---|
| Answer | 118 | 61.46% |
| No answer | 74 | 38.54% |
| Not displayed | 0 | 0.00% |

# Field summary for BACEXP7

## Do you hold a PhD?

| Answer | Count | Percentage |
|---|---|---|
| Yes (Y) | 9 | 4.69% |
| No (N) | 125 | 65.10% |
| No answer | 58 | 30.21% |
| Not displayed | 0 | 0.00% |

# Field summary for BACEXP8

## What type of PhD do you hold?

| Answer | Count | Percentage |
|---|---|---|
| Answer | 28 | 14.58% |
| No answer | 164 | 85.42% |
| Not displayed | 0 | 0.00% |

## Field summary for BACEXP9

What, if any, IT Certifications do you currently hold?  Select all that apply:

| Answer | Count | Percentage |
|---|---|---|
| NET+ (SQ005) | 37 | 19.27% |
| CCNA (SQ002) | 46 | 23.96% |
| CCNP (SQ006) | 3 | 1.56% |
| SEC+ (SQ001) | 65 | 33.85% |
| CASP (SQ008) | 3 | 1.56% |
| GSLC (SQ007) | 1 | 0.52% |
| CISSP (SQ003) | 60 | 31.25% |
| CISM (SQ011) | 5 | 2.60% |
| CEH (SQ004) | 47 | 24.48% |
| PMP (SQ009) | 6 | 3.12% |
| GSEC (SQ010) | 7 | 3.65% |
| NONE (SQ012) | 65 | 33.85% |
| Other | 58 | 30.21% |

## Field summary for BACEXP10

What was your previous MOS, if applicable?

| Answer | Count | Percentage |
|---|---|---|
| Answer | 168 | 87.50% |
| No answer | 24 | 12.50% |
| Not displayed | 0 | 0.00% |

## Field summary for BACEXP11

Do you have any experience in the following IT / Cyber related fields?  Select all that apply:

| Answer | Count | Percentage |
|---|---|---|
| Computer Network Defense (CND) (SQ001) | 95 | 49.48% |
| Network Management (SQ002) | 85 | 44.27% |
| Information Assurance (SQ003) | 83 | 43.23% |
| Coding / Programming (SQ004) | 113 | 58.85% |
| Ethical "White Hat" Hacking (SQ005) | 62 | 32.29% |
| Database Creation / Management (SQ006) | 64 | 33.33% |
| Network Engineering (SQ007) | 69 | 35.94% |
| None (SQ008) | 25 | 13.02% |
| Other | 32 | 16.67% |

## Field summary for BACEXP12

What [Officer] leadership or key developmental positions have you held in the Army prior to becoming a 17A?  Check all that apply:

| Answer | Count | Percentage |
|---|---|---|
| Platoon / Section Leader (SQ001) | 143 | 74.48% |
| Company Commander (SQ002) | 87 | 45.31% |
| Executive / Operations Officer (XO/S3) (SQ003) | 80 | 41.67% |
| Staff Primary (SQ004) | 97 | 50.52% |
| Battalion Level Commander / Director (SQ005) | 9 | 4.69% |
| Brigade Level Commander / Director (SQ006) | 3 | 1.56% |
| Deputy Commander / Director (SQ007) | 6 | 3.12% |
| None (SQ008) | 31 | 16.15% |
| Other | 15 | 7.81% |

## Field summary for ATRP1

How were you made aware of the Army's recruitment of Officers for the Cyber Branch (17A)?

| Answer | Count | Percentage |
|---|---|---|
| Branch Manager / Human Resources Command (SQ001) | 81 | 42.19% |
| Chain of Command (SQ002) | 68 | 35.42% |
| Friend (SQ003) | 61 | 31.77% |
| Social Media / Internet (SQ004) | 20 | 10.42% |
| Other | 38 | 19.79% |

## Field summary for ATRP2(SQ001)

To what extent do you agree or disagree with the following statements: [The 17A application packet requirements allowed me to effectively represent my relevant skills.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 9 | 4.69% |
| Disagree (A2) | 14 | 7.29% |
| Neutral (A3) | 18 | 9.38% |
| Agree (A4) | 94 | 48.96% |
| Strongly Agree (A5) | 41 | 21.35% |
| Not Applicable (A6) | 16 | 8.33% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for ATRP2(SQ002)

To what extent do you agree or disagree with the following statements: [My CoC was supportive of my participation in the application / recruitment process.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 6 | 3.12% |
| Disagree (A2) | 7 | 3.65% |
| Neutral (A3) | 14 | 7.29% |
| Agree (A4) | 26 | 13.54% |
| Strongly Agree (A5) | 120 | 62.50% |
| Not Applicable (A6) | 19 | 9.90% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for ATRP2(SQ003)

To what extent do you agree or disagree with the following statements: [The Cyber Branch proponent was easily accessible during the application / recruitment process.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 7 | 3.65% |
| Disagree (A2) | 16 | 8.33% |
| Neutral (A3) | 37 | 19.27% |
| Agree (A4) | 56 | 29.17% |
| Strongly Agree (A5) | 51 | 26.56% |
| Not Applicable (A6) | 25 | 13.02% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for ATRP3(SQ001)

To what extent do you agree or disagree with the following statements: [My current duty position and job responsibilities are in line with my expectations of those of a Cyber Operations Officer (17A) based on the application / recruitment process.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 15 | 7.81% |
| Disagree (A2) | 20 | 10.42% |
| Neutral (A3) | 29 | 15.10% |
| Agree (A4) | 48 | 25.00% |
| Strongly Agree (A5) | 54 | 28.12% |
| Not Applicable (A6) | 26 | 13.54% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for ATRP3(SQ002)

To what extent do you agree or disagree with the following statements: [I have the technical skills required to perform my assigned duties as expected in my current duty position.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 1 | 0.52% |
| Disagree (A2) | 6 | 3.12% |
| Neutral (A3) | 20 | 10.42% |
| Agree (A4) | 60 | 31.25% |
| Strongly Agree (A5) | 87 | 45.31% |
| Not Applicable (A6) | 18 | 9.38% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for ATRP3(SQ003)

To what extent do you agree or disagree with the following statements: [I have the technical skills and experience to advance as a 17A.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 3 | 1.56% |
| Disagree (A2) | 8 | 4.17% |
| Neutral (A3) | 27 | 14.06% |
| Agree (A4) | 62 | 32.29% |
| Strongly Agree (A5) | 87 | 45.31% |
| Not Applicable (A6) | 5 | 2.60% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for CDPA1

Are you currently assigned to a position designated for a 17A on your unit's MTOE?

| Answer | Count | Percentage |
|---|---|---|
| Yes (1) | 105 | 54.69% |
| No (2) | 70 | 36.46% |
| Unknown (3) | 17 | 8.85% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

# Field summary for CDPA2

## If yes, what is your current duty title?

| Answer | Count | Percentage |
|---|---|---|
| Automation Management Officer (A1) | 0 | 0.00% |
| Automation Operations Officer (A2) | 0 | 0.00% |
| Battalion Commander (A3) | 2 | 1.04% |
| Battle Captain / Watch Officer (A4) | 2 | 1.04% |
| BDE Staff Primary (A5) | 0 | 0.00% |
| BN / BDE S3 (A6) | 2 | 1.04% |
| BN / BDE XO (A7) | 2 | 1.04% |
| BN Staff Primary (A8) | 0 | 0.00% |
| Branch Chief (A9) | 0 | 0.00% |
| Brigade Commander (A10) | 1 | 0.52% |
| Company Commander (A11) | 5 | 2.60% |
| Chief of Staff (A12) | 1 | 0.52% |
| CORPS Staff Primary (A13) | 0 | 0.00% |
| Cyber Defense Manager (A14) | 9 | 4.69% |
| Cyber Exercise Planner (A15) | 0 | 0.00% |
| Cyber Network Defense Manager (A16) | 11 | 5.73% |
| Cyber Planner (A17) | 2 | 1.04% |
| Cyber Protection Team Leader (A18) | 11 | 5.73% |
| Cyber Protection Team Member (A19) | 2 | 1.04% |
| Cyber Research Scientist (A20) | 1 | 0.52% |
| Cyber Training Officer (A21) | 0 | 0.00% |
| DIV Staff Primary (A22) | 0 | 0.00% |
| G3 / S3 Staff Officer (A23) | 4 | 2.08% |
| G2 / S2 Staff Officer (A24) | 0 | 0.00% |
| Information Systems Manager (A25) | 0 | 0.00% |
| Information Manager (A26) | 0 | 0.00% |
| Instructor (A27) | 4 | 2.08% |
| IROC / ITOC Chief (A28) | 2 | 1.04% |
| Project Leader (A29) | 2 | 1.04% |
| Senior Cyber Research Scientist (A30) | 0 | 0.00% |
| Staff Officer (A31) | 6 | 3.12% |
| Student (A32) | 11 | 5.73% |
| Other | 25 | 13.02% |
| No answer | 0 | 0.00% |
| Not displayed | 87 | 45.31% |

## Field summary for CDPA3

Did you attend MOS specific training prior to arrival at your current duty station?

| Answer | Count | Percentage |
|---|---|---|
| Yes (Y) | 30 | 15.62% |
| No (N) | 162 | 84.38% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

# Field summary for CDPA4

## If yes, which training / military education did you attend?

| Answer | Count | Percentage |
|---|---|---|
| Cyber Basic Officer Leaders Course (CBOLC) (A1) | 11 | 5.73% |
| 17A Qualification Course (A2) | 13 | 6.77% |
| Other | 6 | 3.12% |
| No answer | 0 | 0.00% |
| Not displayed | 162 | 84.38% |

## Field summary for JOBPER2

### Are you currently rated by a 17A?

| Answer | Count | Percentage |
|---|---|---|
| Yes (Y) | 76 | 39.58% |
| No (N) | 116 | 60.42% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for JOBPER2A(SQ001)

If yes, to what extent do you agree or disagree with the following statements: [My 17A rater possesses the technical skill required for their duty position.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 9 | 4.69% |
| Disagree (A2) | 2 | 1.04% |
| Neutral (A3) | 9 | 4.69% |
| Agree (A4) | 26 | 13.54% |
| Strongly Agree (A5) | 29 | 15.10% |
| Not Applicable (A6) | 1 | 0.52% |
| No answer | 0 | 0.00% |
| Not displayed | 116 | 60.42% |

## Field summary for JOBPER2A(SQ002)

If yes, to what extent do you agree or disagree with the following statements: [My 17A rater provides me with sufficient and sound technical guidance to perform my duties.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 9 | 4.69% |
| Disagree (A2) | 8 | 4.17% |
| Neutral (A3) | 12 | 6.25% |
| Agree (A4) | 23 | 11.98% |
| Strongly Agree (A5) | 19 | 9.90% |
| Not Applicable (A6) | 5 | 2.60% |
| No answer | 0 | 0.00% |
| Not displayed | 116 | 60.42% |

## Field summary for JOBPER2B(SQ001)

If no, to what extent do you agree or disagree with the following statements: [My rater possesses the technical skill required to supervise me as a 17A.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 12 | 6.25% |
| Disagree (A2) | 12 | 6.25% |
| Neutral (A3) | 10 | 5.21% |
| Agree (A4) | 19 | 9.90% |
| Strongly Agree (A5) | 22 | 11.46% |
| Not Applicable (A6) | 41 | 21.35% |
| No answer | 0 | 0.00% |
| Not displayed | 76 | 39.58% |

## Field summary for JOBPER2B(SQ002)

If no, to what extent do you agree or disagree with the following statements: [My rater provides me sufficient and sound technical counsel to progress as a 17A.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 16 | 8.33% |
| Disagree (A2) | 17 | 8.85% |
| Neutral (A3) | 9 | 4.69% |
| Agree (A4) | 19 | 9.90% |
| Strongly Agree (A5) | 13 | 6.77% |
| Not Applicable (A6) | 42 | 21.88% |
| No answer | 0 | 0.00% |
| Not displayed | 76 | 39.58% |

## Field summary for JOBPER3

Are you currently senior rated by a 17A?

| Answer | Count | Percentage |
|---|---|---|
| Yes (Y) | 71 | 36.98% |
| No (N) | 121 | 63.02% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for JOBPER3A(SQ001)

If yes, to what extent do you agree or disagree with the following statements: [My 17A senior rater possesses the technical skill required for their duty position.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 8 | 4.17% |
| Disagree (A2) | 7 | 3.65% |
| Neutral (A3) | 15 | 7.81% |
| Agree (A4) | 12 | 6.25% |
| Strongly Agree (A5) | 25 | 13.02% |
| Not Applicable (A6) | 4 | 2.08% |
| No answer | 0 | 0.00% |
| Not displayed | 121 | 63.02% |

## Field summary for JOBPER3A(SQ002)

If yes, to what extent do you agree or disagree with the following statements: [My 17A senior rater provides me sufficient and sound technical counsel to progress as a 17A.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 12 | 6.25% |
| Disagree (A2) | 5 | 2.60% |
| Neutral (A3) | 18 | 9.38% |
| Agree (A4) | 13 | 6.77% |
| Strongly Agree (A5) | 19 | 9.90% |
| Not Applicable (A6) | 4 | 2.08% |
| No answer | 0 | 0.00% |
| Not displayed | 121 | 63.02% |

## Field summary for JOBPER3B(SQ001)

If no, to what extent do you agree or disagree with the following statements: [My senior rater possesses the technical skill required to supervise me as a 17A.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 17 | 8.85% |
| Disagree (A2) | 12 | 6.25% |
| Neutral (A3) | 12 | 6.25% |
| Agree (A4) | 19 | 9.90% |
| Strongly Agree (A5) | 20 | 10.42% |
| Not Applicable (A6) | 41 | 21.35% |
| No answer | 0 | 0.00% |
| Not displayed | 71 | 36.98% |

## Field summary for JOBPER3B(SQ002)

If no, to what extent do you agree or disagree with the following statements: [My senior rater provides me sufficient and sound technical counsel to progress as a 17A.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 20 | 10.42% |
| Disagree (A2) | 17 | 8.85% |
| Neutral (A3) | 12 | 6.25% |
| Agree (A4) | 13 | 6.77% |
| Strongly Agree (A5) | 17 | 8.85% |
| Not Applicable (A6) | 42 | 21.88% |
| No answer | 0 | 0.00% |
| Not displayed | 71 | 36.98% |

## Field summary for JOBPER4

Do you currently rate any 17As?

| Answer | Count | Percentage |
|---|---|---|
| Yes (Y) | 39 | 20.31% |
| No (N) | 153 | 79.69% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for JOBPER4A(SQ001)

If yes, to what extent do you agree or disagree with the following statements: [The 17A(s) I rate possess the technical skills required for them to perform their assigned duties.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 0 | 0.00% |
| Disagree (A2) | 2 | 1.04% |
| Neutral (A3) | 1 | 0.52% |
| Agree (A4) | 12 | 6.25% |
| Strongly Agree (A5) | 24 | 12.50% |
| Not Applicable (A6) | 0 | 0.00% |
| No answer | 0 | 0.00% |
| Not displayed | 153 | 79.69% |

## Field summary for JOBPER4A(SQ002)

If yes, to what extent do you agree or disagree with the following statements: [The 17A(s) I rate perform as expected when given technical tasks related to their assigned duties.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 0 | 0.00% |
| Disagree (A2) | 1 | 0.52% |
| Neutral (A3) | 4 | 2.08% |
| Agree (A4) | 8 | 4.17% |
| Strongly Agree (A5) | 25 | 13.02% |
| Not Applicable (A6) | 1 | 0.52% |
| No answer | 0 | 0.00% |
| Not displayed | 153 | 79.69% |

## Field summary for JOBPER5

Do you currently senior rate any 17As?

| Answer | Count | Percentage |
|---|---|---|
| Yes (Y) | 8 | 4.17% |
| No (N) | 184 | 95.83% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for JOBPER5A(SQ001)

If yes, to what extent do you agree or disagree with the following statement: [The 17A(s) I senior rate have the technical skill and desire required to advance in this field.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 0 | 0.00% |
| Disagree (A2) | 0 | 0.00% |
| Neutral (A3) | 1 | 0.52% |
| Agree (A4) | 4 | 2.08% |
| Strongly Agree (A5) | 3 | 1.56% |
| Not Applicable (A6) | 0 | 0.00% |
| No answer | 0 | 0.00% |
| Not displayed | 184 | 95.83% |

## Field summary for MOT1(SQ001)

To what extent do you agree or disagree with the following statments: [I became a 17A because I am very passionate about the mission of the Cyber Branch and the role of the Cyber Operations Officer.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 0 | 0.00% |
| Disagree (A2) | 0 | 0.00% |
| Neutral (A3) | 6 | 3.12% |
| Agree (A4) | 39 | 20.31% |
| Strongly Agree (A5) | 142 | 73.96% |
| Not Applicable (A6) | 5 | 2.60% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for MOT1(SQ002)

To what extent do you agree or disagree with the following statments: [I became a 17A because I have the technical experience and expertise to excel in the Cyber Branch.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 2 | 1.04% |
| Disagree (A2) | 10 | 5.21% |
| Neutral (A3) | 14 | 7.29% |
| Agree (A4) | 68 | 35.42% |
| Strongly Agree (A5) | 93 | 48.44% |
| Not Applicable (A6) | 5 | 2.60% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for MOT1(SQ003)

To what extent do you agree or disagree with the following statments: [I became a 17A because I wanted to gain technical skills and experience that would make me marketable after I leave the military.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 23 | 11.98% |
| Disagree (A2) | 29 | 15.10% |
| Neutral (A3) | 32 | 16.67% |
| Agree (A4) | 42 | 21.88% |
| Strongly Agree (A5) | 61 | 31.77% |
| Not Applicable (A6) | 5 | 2.60% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for MOT1(SQ004)

To what extent do you agree or disagree with the following statments: [I became a 17A because I was no longer satisfied with my previous branch.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 31 | 16.15% |
| Disagree (A2) | 46 | 23.96% |
| Neutral (A3) | 35 | 18.23% |
| Agree (A4) | 30 | 15.62% |
| Strongly Agree (A5) | 30 | 15.62% |
| Not Applicable (A6) | 20 | 10.42% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for MOT1(SQ005)

To what extent do you agree or disagree with the following statments: [I became a 17A because of the potential for greater opportunities for advancement in the Cyber Branch.]

| Answer | Count | Percentage |
|---|---|---|
| Strongly disagree (A1) | 19 | 9.90% |
| Disagree (A2) | 33 | 17.19% |
| Neutral (A3) | 41 | 21.35% |
| Agree (A4) | 44 | 22.92% |
| Strongly Agree (A5) | 49 | 25.52% |
| Not Applicable (A6) | 6 | 3.12% |
| No answer | 0 | 0.00% |
| Not displayed | 0 | 0.00% |

## Field summary for MOT2 [1]

In order of importance, rank the following attributes required for a 17A:[Ranking 1]

| Answer | Count | Percentage |
|---|---|---|
| Tactical Experience (A1) | 11 | 5.73% |
| Leadership Experience (A2) | 79 | 41.15% |
| Technical Experience (A3) | 77 | 40.10% |
| STEM Degree (A4) | 24 | 12.50% |
| IT Certifications (A5) | 1 | 0.52% |
| Not displayed | 0 | 0.00% |

## Field summary for MOT2 [2]

In order of importance, rank the following attributes required for a 17A:[Ranking 2]

| Answer | Count | Percentage |
|---|---|---|
| Tactical Experience (A1) | 33 | 17.19% |
| Leadership Experience (A2) | 55 | 28.65% |
| Technical Experience (A3) | 64 | 33.33% |
| STEM Degree (A4) | 32 | 16.67% |
| IT Certifications (A5) | 8 | 4.17% |
| Not displayed | 0 | 0.00% |

## Field summary for MOT2 [3]

In order of importance, rank the following attributes required for a 17A:[Ranking 3]

| Answer | Count | Percentage |
|---|---|---|
| Tactical Experience (A1) | 52 | 27.08% |
| Leadership Experience (A2) | 34 | 17.71% |
| Technical Experience (A3) | 39 | 20.31% |
| STEM Degree (A4) | 39 | 20.31% |
| IT Certifications (A5) | 28 | 14.58% |
| Not displayed | 0 | 0.00% |

## Field summary for MOT2 [4]

In order of importance, rank the following attributes required for a 17A:[Ranking 4]

| Answer | Count | Percentage |
|---|---|---|
| Tactical Experience (A1) | 46 | 23.96% |
| Leadership Experience (A2) | 22 | 11.46% |
| Technical Experience (A3) | 11 | 5.73% |
| STEM Degree (A4) | 62 | 32.29% |
| IT Certifications (A5) | 51 | 26.56% |
| Not displayed | 0 | 0.00% |

## Field summary for MOT2 [5]

In order of importance, rank the following attributes required for a 17A:[Ranking 5]

| Answer | Count | Percentage |
|---|---|---|
| Tactical Experience (A1) | 50 | 26.04% |
| Leadership Experience (A2) | 2 | 1.04% |
| Technical Experience (A3) | 1 | 0.52% |
| STEM Degree (A4) | 35 | 18.23% |
| IT Certifications (A5) | 104 | 54.17% |
| Not displayed | 0 | 0.00% |